

Graduate Students' Union
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PTU VIEW

CUNY PART-TIME INSTRUCTIONAL
AND RESEARCH STAFF UNION

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PHYSICS
CUNY

To Our Fellow Part-Timers:

We are a group of part-time faculty who seek to improve our working and living conditions. Part-timers are paid low wages and receive none of the benefits that accrue to full-timers. By hiring one adjunct to carry a full-time load CUNY saves close to \$30,000 in salary and benefits (pensions, social security annuity fund, unemployment compensation; health plan, welfare fund, sick leave, vacation, sabbatical, and tuition waivers). Because of our love for teaching and scholarship, and our lack of organization, CUNY has taken advantage of us.

We are "represented" by the Professional Staff Congress (PSC), a union that has done little to meet the needs of part-timers. For three years we have urged PSC President Irwin Polishook and Executive Director Arnold Cantor to press for better wages and benefits. Their response has been "You may live in poverty but at least you reside in the upper levels of poverty."

The new benefits negotiated by the PSC in 1984 are outlined in a recent memo to part-timers. These "benefits" are extremely limited. Very few adjuncts will qualify to enroll in the PSC health plan; adjuncts must teach at the same school for ten consecutive semesters to qualify. Part-time employment is increasing so fast that in the next few years we will comprise a majority of the faculty.

The wholesale replacement of full-time faculty with part-timers raises very important questions for the future of higher education. Are those of us who are not full-time going to remain on the lower rungs of the university? What impact will this have on academic freedom, affirmative action, and on the quality of higher education?

We must educate and organize ourselves. We cannot depend on others to fight for us. Our best interests are served by forming an independent part-time instructional and research staff union--the PTU. Currently we are known as the Graduate Students' Union (GSU), based at the CUNY Graduate Center. With your affirmative response we will have university-wide power to achieve our goals:

*Pro-rated pay - Equal pay for equal work (\$4,500 per course instead of the current \$1,650)

*Basic professional benefits such as comprehensive health insurance coverage, child care, tuition waivers, cumulative sick pay and unemployment compensation (Over)

